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Manitoba

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September 30, 2003

MANITOBA NURSING VACANCIES ON THE DECLINE: CHOMIAK

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Report Indicates Nursing Strategy Working

A decline in nursing vacancies this year indicates Manitoba has turned the corner on the nursing shortage issue, Health Minister Dave Chomiak announced today.

"Our efforts to educate, recruit and retain more nurses are beginning to pay off," the minister said, in response to the release of the Manitoba Nursing Labour Market Supply Report for 2003.

According to the report, there are 1,028 permanent nursing vacancies in Manitoba, a 24 per cent improvement over 2002 when there were 1,352 nursing vacancies across the province.

The minister said the Manitoba Nursing Strategy, implemented in 2000, has played a significant role in educating more nurses and making this province a more attractive place to work. The five-point strategy included:

- increasing the supply of nurses;
- improving access to staff development of nurses;
- improving the utilization of nurses;
- improving nurses' working conditions; and
- increasing nurses' opportunities to provide input into decision making.

In March, Manitoba Health announced its three-year progress report on the nursing strategy, indicating that more than 600 nurses are graduating this year, up from 210 in 1999.

Most of those nurses appear to be staying in Manitoba. In a University of Manitoba survey of 614 nursing graduates between 1999 and 2002, 90 per cent of new nurses entering the labour force were

working in Manitoba.

By the end of 2002, Manitoba had 10,945 practicing registered nurses compared to 10,792 in 1999, according to the College of Registered Nurses in Manitoba.

Chomiak cautioned that the loss of nurses to retirement by mid-decade means Manitoba Health will have to work with universities and colleges to ensure there is a sufficient supply of nurses to work in Manitoba health facilities

"We are beginning to see improvement from the 1990s when cuts in nurse education and jobs had a devastating impact on the people who deliver front-line health care," Chomiak said. "However, we need to continue to improve and enhance the work environment for nurses."

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Background Information

- Active Practising Nurses - Registration, 1992-2002
- Manitoba Nursing Labour Market Supply 2003
- Manitoba Nursing Resources Data
- Nursing Vacancies

The documents noted above are PDFs and may require you to download Acrobat Reader. You may download this program by clicking here.

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Active Practising Nurses - Registrations, 1992-2002: College of Registered Nurses of Manitoba; College of Licensed Practical Nurses of Manitoba

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Active Practising RNs (CRNM, 2002)	11,206	11,125	11,026	11,096	10,963	10,936	10,813	10,792	10,820	10,763	10,945
Active Practising LPNs (CLPNM, 2002)	3269	3086	2864	2737	2580	2488	2320	2263	2327	2439	2486

NURSING VACANCIES AS REPORTED BY REGIONAL HEALTH AUTHORITIES (RHAs) 2000-2002

EFT	# Permanent Positions												# Permanent Positions Vacant											
	2000				2001				2002				2000				2001				2002			
	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA
1.0	3099	390	467	2577	3568	418	536	2636	3629	386	608	2759	200	25	20	40	329	38	23	36	330	26	22	41
0.9	54	1	46	133	54	1	41	130	52	1	31	118	1	0	0	1	3	0	0	2	5	0	1	5
0.8	524	43	102	328	598	44	125	343	632	51	133	401	30	0	2	8	58	0	8	9	45	1	5	9
0.7	943	38	256	657	982	43	265	781	930	47	268	779	65	2	7	34	106	1	6	23	121	1	9	27
0.6	685	3	175	585	736	30	160	639	730	30	177	673	46	0	4	9	70	1	8	35	71	2	7	29
0.5	1363	65	202	683	1407	63	218	758	1358	54	217	728	84	5	10	27	167	7	14	54	126	1	9	22
0.4	754	25	308	1043	733	31	295	1032	727	21	264	1103	73	0	40	80	92	1	27	62	97	2	51	65
0.3	171	12	54	211	194	7	47	159	203	7	43	188	18	2	6	18	24	1	10	24	38	2	5	21
0.2	227	13	60	362	271	21	66	367	300	26	66	485	39	3	12	45	38	4	15	59	51	10	17	56
0.1	56	3	15	58	84	0	15	37	89	1	17	37	24	0	1	6	8	0	1	8	12	3	1	6
Total*	7876	613	1685	6637	8627	658	1768	6861	8650	624	1824	7271	580	37	102	268	895	53	112	312	896	48	127	281
EFT	5723	515	1128	4670	6290	544	1202	4859	6370	521	1278	5097	385	30	54	137	625	44	62	151	622	33	67	144
Summary																								
1.0	3099	390	467	2577	3568	418	536	2636	3629	386	608	2759	200	25	20	40	329	38	23	36	330	26	22	41
0.6 -09	2206	105	579	1703	2376	118	591	1893	2344	129	609	1971	142	2	13	52	237	2	22	69	242	4	22	70
0.1 - 0.5	2571	54	639	2357	2689	122	641	2353	2677	109	607	2541	238	10	69	176	329	13	67	207	324	18	83	170
% ≤ 0.5	33	9	38	36	31	18	36	34	31	17	33	35	41	27	68	66	37	25	60	66	36	38	65	60

* Changes in total number of permanent positions may be due to corrections in methodology; refinements in counting; and consolidation of part-time positions.

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EFT	# Permanent Positions												# Permanent Positions Vacant											
	2000				2001				2002				2000				2001				2002			
	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA
1.0	3099	390	467	2577	3568	418	536	2636	3629	386	608	2759	200	25	20	40	329	38	23	36	330	26	22	41
0.9	54	1	46	133	54	1	41	130	52	1	31	118	1	0	0	1	3	0	0	2	5	0	1	5
0.8	524	43	102	328	598	44	125	343	632	51	133	401	30	0	2	8	58	0	8	9	45	1	8	9
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0.1	56	3	15	58	84	0	15	37	89	1	17	37	24	0	1	6	8	0	1	8	12	3	1	6
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Manitoba Nursing Labour Market Supply 2003

- Manitoba continues to be ahead of the national average of registered nurses. Manitoba has 86.4 nurses per 10,000 people, exceeding the national average of 73.4. Manitoba has more nurses per 10,000 people than Saskatchewan, Alberta, British Columbia, Quebec and Ontario (Canadian Institute for Health Information, 2003).

- By the end of 2002, Manitoba had 10,945 practicing registered nurses compared to 10,792 in 1999. (College of Registered Nurses of Manitoba 2002 Annual Report.)

- In a University of Manitoba survey of 614 nursing graduates between 1999 and 2002, 90% of new nurses entering the labour force were working in Manitoba. (Manitoba Nursing Research Institute, Faculty of Nursing, University of Manitoba).

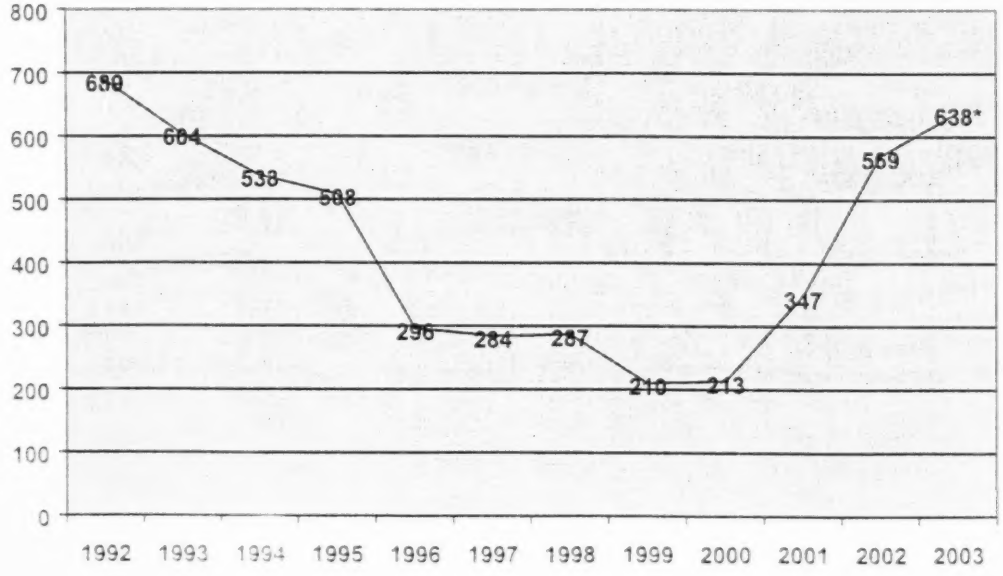
- This year, Manitoba is projected to graduate the largest number of nurses since 1993.

Manitoba Nursing Vacancies - Permanent Positions - 2000 - 2003

Category	Vacancies 2000 - Permanent Positions	Vacancies 2001 - Permanent Positions	Vacancies 2002- Permanent Positions	Vacancies 2003- Permanent Positions
RN	580	895	896	621
RPN	37	53	48	58
LPN	102	112	127	114
HCA	268	312	281	235
Total	987	1372	1352	1028
Vacancy Rate	5.9%	7.7%	7.4%	5.7%

RN - Registered Nurse; RPN - Registered Psychiatric Nurse; LPN - Licensed Practical Nurse; HCA - Health Care Aide

Graduating Nurses 1992-2003, Manitoba



*projection

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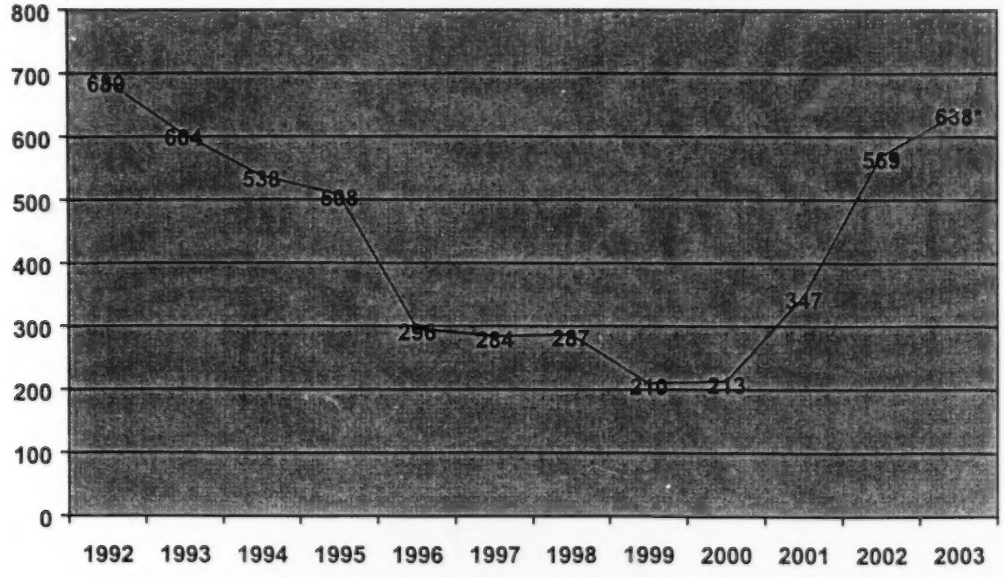

*projection

MANITOBA NURSING RESOURCES DATA
As Reported by the RHAs
(2003)

Location	EFT	# Permanent Positions				# Permanent Positions Vacant			
		RN	RPN	LPN	HCA	RN	RPN	LPN	HCA
WRHA	1.0	2627	93	277	1891	148	1	16	20
	0.6 - 0.9	1775	43	327	1245	124	3	9	33
	0.1 - 0.5	1914	43	289	1587	209	2	65	130
	Total	6316	179	893	4723	481	6	90	183
Other	1.0	818	312	299	912	55	34	9	13
	0.6 - 0.9	611	78	397	722	28	1	3	14
	0.1 - 0.5	714	62	346	779	57	17	12	25
	Total	2143	452	1042	2413	140	52	24	52
Manitoba	1.0	3445	405	576	2803	203	35	25	33
	0.6 - 0.9	2386	121	724	1967	152	4	12	47
	0.1 - 0.5	2628	105	635	2366	266	19	77	155
	Total*	**8459**	**631**	**1935**	**7136**	**621**	**58**	**114**	**235**
% ≤ 0.5		31	17	33	33	43	33	68	66

"Other" refers to all RHAs, outside of the Winnipeg Regional Health Authority, as well as the Selkirk Mental Health Centre and the Manitoba Developmental Centre.

RN - Registered Nurse; RPN - Registered Psychiatric Nurse; LPN - Licensed Practical Nurse; HCA - Health Care Aide

* Changes in total number of permanent positions may be due to corrections in methodology; refinements in counting; and consolidation of part-time positions.

NURSING VACANCIES as REPORTED by RHAs
(2003)

E.F.T.	# Permanent Positions				# Permanent Positions Vacant				# Term Positions Vacant			
	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA	RN	RPN	LPN	HCA
1.0	3445	405	576	2803	203	35	25	33	81	6	6	22
0.9	71	3	49	96	3			1	2			
0.8	688	44	157	399	30	1	3	4	23		1	12
0.7	903	48	306	789	80	1	4	22	26		6	20
0.6	724	26	212	683	39	2	5	20	16		2	15
0.5	1320	51	209	702	95	8	6	23	62	3	2	23
0.4	685	25	282	1050	78	2	50	61	31	3	8	31
0.3	203	9	52	187	27	1	5	14	6	9		7
0.2	322	17	71	390	52	6	15	55	20	11		20
0.1	98	3	21	37	14	2	1	2	3	1		
Total	**8459**	**631**	**1935**	**7136**	**621**	**58**	**114**	**235**	**270**	**33**	**25**	**150**
Total EFT	6195	534	1336	5080	408	44	61	117	179	14	17	85